



REHABILITATION AND RETURN TO WORK

POLICY

Comgroup Supplies Pty Ltd has set out to maintain an effective Return to Work program that complies with the *Workers Compensation and Rehabilitation Act 2003*; *Workers' Compensation and Rehabilitation Regulation 2014*; and the *Work Health and Safety Act 2011*.

We acknowledge that helping workers to stay at work or make an early and safe return after an injury or illness minimises the impact on the workers mental, physical and family's health. As such we are insured by WorkCover QLD and follow their regulatory requirements along with our own policies.


In addition to our requirements from WorkCover QLD, Comgroup Supplies Pty Ltd will also:

- Provide a detailed Return to Work program to be followed. This will outline: suitable duties; ongoing medical treatment; overall capacity to perform tasks; tasks to avoid; reasonable adjustments to the workplace that are required to continue support and more
- Appoint a Rehabilitation and Return to Work Co-ordinator to manage all injured workers and ensure compliance with their specific program
- Minimise the risk of injury by providing a safe and healthy work environment. Details of this commitment are covered under our Work Health and Safety Policy
- Ensure that the Return to Work program commences as soon as possible after an injury or illness in a manner consistent with medical professional advice
- Consult with our workers and any industrial union of workers representing them regarding their Return to Work program
- Ensure that participation in a rehabilitation programme will not incur any bullying; harassment; victimisation or prejudice of an injured worker
- Respect the rights and confidentiality of our workers
- Review our workplace rehabilitation policy and procedures annually to ensure compliance with any new policies introduced

Steven Myler
CEO


Signature

Terry McManus
Head of People and Safety


Signature